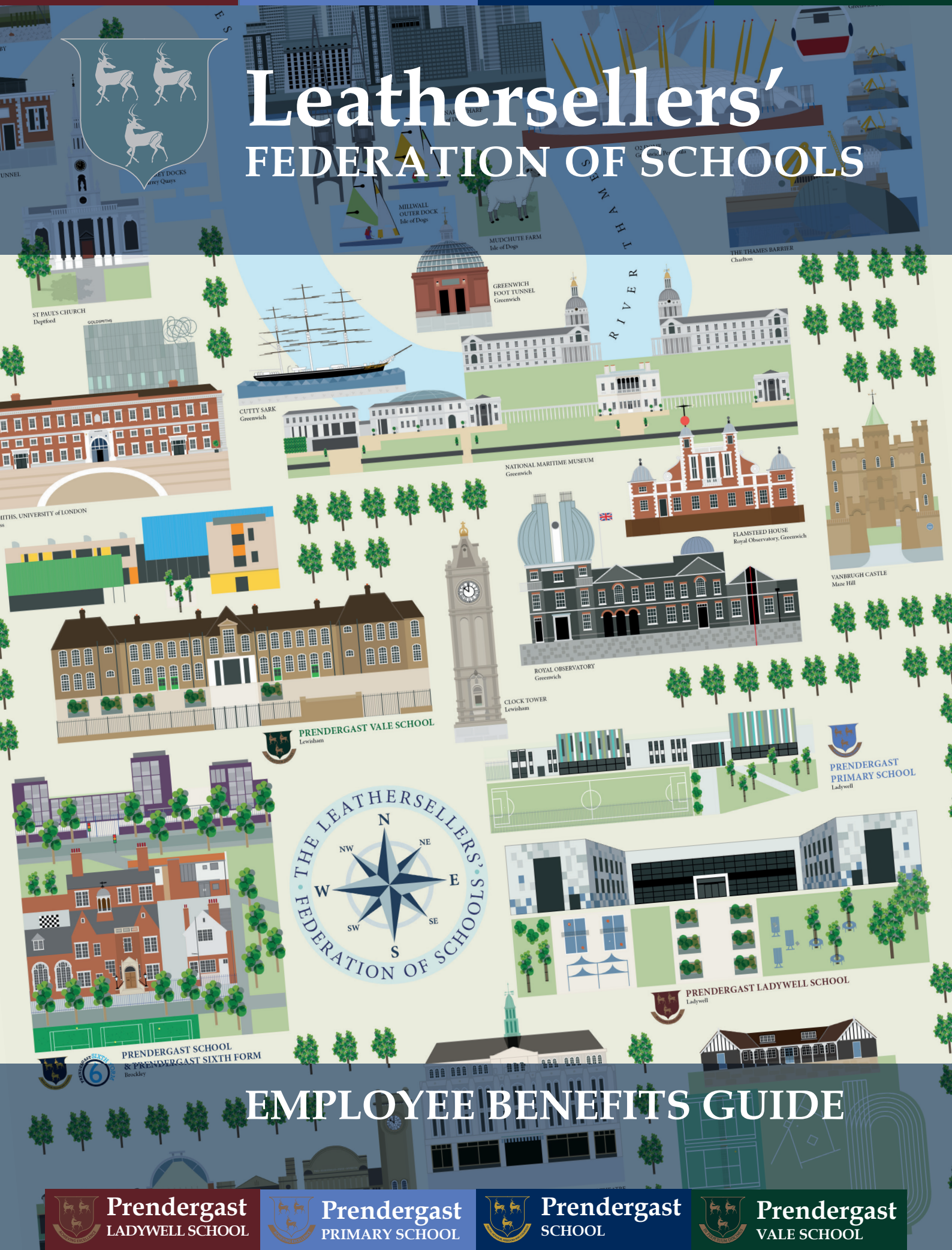


# Leathersellers' FEDERATION OF SCHOOLS



## EMPLOYEE BENEFITS GUIDE

# *A great place to work*

**Ambition**

**Inclusivity**

**Collaboration**

**Excellence**

The aim of our Federation is to transform the lives of children and young people in our local area by supporting them to achieve success through education. We value and celebrate diversity and want everyone to feel they belong, make the most of their particular talents, and achieve success in all its forms.

We value our talented and hardworking employees and know that in order to continue to succeed in our aims it is essential for us to support and develop them and ensure we continue to be a great place to work.

With this in mind we offer a number of employee benefits to help you prioritise and manage what matters most to you.

### **Employee Benefits: a summary**

- Employer funded health care cash plan
- Employee Assistance Programme
- Teachers' Pension and Local Government Pension Scheme
- Family-friendly policies including generous maternity, paternity and adoption leave, plus special leave to deal with family emergencies.
- Career development
- Cycle to work scheme
- Tech scheme
- Interest free season ticket loan scheme
- Childcare vouchers (applicable if already enrolled pre-October 2018)
- Financial advice





## Employer Funded health care cash plan

The Federation provides cover towards the costs of everyday healthcare expenses such as eye care, dental care and diagnostic consultations. This insurance is sold by Westfield Health.

### Key features and benefits

- Cover is provided on a personal (policy holder and dependent children up to the age of 18) basis.
- Cover is provided without a medical.
- Pre-existing medical conditions available for all eligible employees.
- Benefits payable are 100% reimbursement of treatment or service, up to annual limits for a number of everyday healthcare needs such as optical, dental, footcare and for the costs of diagnostic consultations with a specialist consultant.
- 24/7 telephone access to a practising UK GP.
- An expert second opinion from a world leading specialist.
- Discounts and special offers at hundreds of retailers, restaurants and destinations.
- Discounts at gyms and health clubs in your area, as well as online classes.



## Employee Assistance programme

The Federation provides employees with access to an Employee Assistant Programme (EAP), delivered by Health Assured – the UK's leading wellbeing provider.

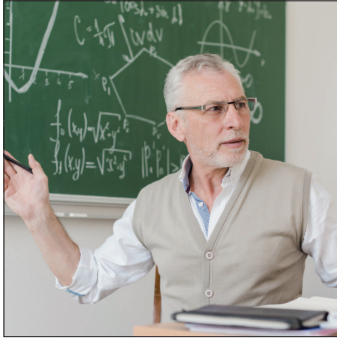
### Key features and benefits

- Life support: Access to counselling for emotional problems and a pathway to structured therapy sessions (employees only) at your convenience.
- Legal information: For issues that cause anxiety or distress including debt management, consumer, property or neighbour disputes (employees only).
- Bereavement support: Health Assured offers qualified and experienced counsellors who can help with grief plus legal advisors to help with related legal matters.
- Medical information: Qualified nurses are on hand to offer support on a range of medical or health-related issues offering practical information and advice.
- Online CBT: Health Assured recognises the value of self-help tools in dealing with a range of issues, which is why they have a range of CBT self-help modules, informative fact sheets and invaluable advice videos from leading qualified counsellors.

In addition to the EAP, you can access My Healthy Advantage, Health Assured's comprehensive health and wellbeing app.

Through My Healthy Advantage, you will have access to a range of features, all aimed at improving your health and wellbeing. These include:

- Live chat and support
- Personalised news feed
- Weekly mood tracker
- Four-week plans
- Mini health checks
- Breathing techniques



## Teachers' Pension

As a member of the Teachers' Pension Scheme, you're contractually enrolled into the Scheme from day one.

Here are the key things to remember about the benefits of being a member of your teachers' pension.

1. You receive a guaranteed pension through the Teachers' Pension Scheme.
2. You pay into your pension and so does your employer.
3. It's a Defined Benefit Scheme, registered with HM Revenue and Customs, based on your salary and service rather than investments – so there'll be no nasty surprises when you come to claim your pension
4. Your pension will be a regular source of income when you retire – but you can also take some of it as a tax-free lump sum
5. You'll join the career average arrangement and accrue benefits each year based on 1/57th of your pensionable salary including overtime.

For more information about the benefits of your teacher's pension go to:

<https://www.teacherpensions.co.uk>



## Local Government Pension Scheme (LGPS)

The LGPS gives you:

Secure benefits – the scheme provides you with a future income, independent of share prices and stock market fluctuations.

At as low cost to you – with tax efficient savings.

And your employer pays in too – the scheme is provided by your employer who meets the balance of the cost of providing your benefits in the LGPS.

What kind of scheme is it?

The LGPS is a tax approved, defined benefit occupational pension scheme which was set up under the Superannuation Act 1972 (but, in the future, scheme rules will be made under the Public Service Pension Schemes Act 2013). The LGPS was contracted out of the State Pension Schemes scheme (S2P) until 5 April 2016; from 6 April 2016 the 'contracted out' status ceased to exist for all pension schemes due to the introduction of the single tier State pension. The LGPS meets the government's standards under the automatic enrolment provisions of the Pensions Act 2008. The amount of pension you earn in a scheme year is worked out each year and added to your pension account. The total amount of pension in your pension account is revalued at the end of each scheme year so your pension keeps up with the cost of living. The LGPS is very secure because the benefits are set out in law.

The Federation has a range of family- friendly policies in place including generous maternity, paternity and adoption leave along with special leave to deal with family emergencies.



## Career development

Each of our schools has a developed staff training programme to support employees' career development. Each year we have a whole Federation Inset Day which provides the opportunity for employees to share best practice, further collaboration across the schools and learn from each other.

New employees are provided with a supportive induction programme to support them in their new role.

The Federation has developed the careers of existing employees through programmes such as apprenticeships leading to QTS, senior leadership qualifications. All employees have access to the TES online learning platform.



## Cycle to Work Scheme

The Cycle to Work Scheme is a tax exempt Government initiative where employers can loan bicycles and eligible cycling equipment to eligible employees for their commute to work through a salary sacrifice arrangement over 12 months.

How can this benefit you?

- Salary sacrifice scheme (affordable, monthly salary deductions over a period of time, no credit checking etc)
- Get fit and healthy
- Beat the traffic on your commute to and from work
- Environmentally friendly
- Savings on Income Tax and National Insurance if applicable.



## Tech Scheme

The Tech Scheme offers employees the opportunity to purchase technical equipment and spread the cost through a salary sacrifice arrangement over 12 months.

How can this benefit you?

- Salary sacrifice scheme (affordable, monthly salary deductions over a period of time, no credit checking etc)
- You own the equipment as soon as you purchase it
- A wide range of products are available including categories like laptops, phones, smart health, white goods, gaming, photography and more
- Savings on National Insurance if applicable



## Interest Free Season Ticket Loan Scheme

The season ticket loan is an interest free loan for employees to cover the cost of travelling to and from work via public transport. The loan repayments are paid monthly through the employee's net pay over a set period.

How can this benefit you?

- Typically, paying monthly for your season ticket through a vendor and not through your salary can cost more in the long run as interest applies. This scheme helps employees take advantage of the cheaper annual fee but still spread the cost.
- Environmentally friendly



## Childcare Vouchers

Important changes to the Childcare Vouchers scheme

Unfortunately, the Government closed the Childcare Vouchers scheme to new entrants on 4th October 2018. This means that if you are a parent looking to join Childcare Vouchers for the first time, that option is no longer available to you.

However, those parents already on the scheme can continue to benefit from the savings as long as their child remains eligible, they stay with the same employer, and they have had a wage adjustment and received vouchers within any 12 month period

## Wesleyan Financial Services

### INTRODUCING WESLEYAN

Wesleyan is a financial services mutual providing specialist financial advice to the education sector. We've been helping our customers for over 175 years. Our Head Office is based in Birmingham, where we were founded in 1841. We have had the financial strength to exist through momentous events such as recessions and two world wars, and continue to have a solid capital base.

We aim to build life-long relationships with our customers, providing specialist financial advice at every stage of their life – from graduation to retirement and beyond.

We care about being a responsible business and as a mutual organisation we are guided by our strong values which benefit our customers, employees and communities. Find out more information about our Corporate Responsibility [www.wesleyan.co.uk/cr](http://www.wesleyan.co.uk/cr)

#### What Wesleyan Financial Services Consultants provide:

Over 100 field based staff work with their local schools and colleges throughout the UK.

**Expert individual advice and planning on areas including:**

- ▶ Teachers' Pension Scheme (TPS)
- ▶ Local Government Pension Scheme (LGPS)
- ▶ Your choices at retirement
- ▶ Tax implications pre/post retirement
- ▶ Lifetime and Annual Allowances
- ▶ Savings and Investments
- ▶ Mortgages
- ▶ Protection
- ▶ Insurance

**Free workplace visits to promote staff financial wellbeing:**

- ▶ **TPS/LGPS presentations** – overview of scheme benefits and options, suitable for all staff
- ▶ **Teachers' preparing for retirement seminar** – for those considering or approaching retirement
- ▶ **Pension Taxation Briefings** – overview of potential tax implications (Annual and Lifetime Allowance) for higher earning members with longer service in TPS/LGPS
- ▶ **In-school surgery days**

To find out more about Wesleyan, and how our services may be of value for you and your staff:

